



THE DEPUTY SECRETARY OF DEFENSE  
WASHINGTON, D. C. 20301

*Intelligence 15.*  
*DoD Matters*

Honorable Roy L. Ash  
Director, Office of Management  
and Budget  
Washington, D.C. 20503

Dear Roy:

I am writing to solicit your support for our legislative proposal DoD 93-84 to exempt the Defense Intelligence Agency from the provisions of the civil service laws with regard to the employment and termination of civilian employees, and to change the authority for termination of civilian employees of the National Security Agency.

I do so because I am convinced that this specific legislation is essential if we are to carry out the President's charge to improve our professional intelligence force in order to achieve a substantial upgrading of the intelligence product.

If enacted, the requested legislation would provide DIA and NSA with statutory termination authority (only after careful review and hearings of appeal) for reasons of unacceptable performance as well as unacceptable security considerations. This authority will allow us to avoid inflexibility and rigidity which in intelligence can have so powerful a negative effect on performance and product.

If enacted, the legislation would provide the Defense Intelligence Agency with the authority and flexibility to achieve, as have CIA and NSA, a fully professional personnel program that will meet the needs of changing intelligence requirements, and provide a career development structure uniquely suited to intelligence professionals. By obtaining the requested exemptions from Civil Service laws and requirements, the proposed legislation would permit DIA to structure its own position classification system from the lowest to the highest levels, including supergrades, to recognize the special nature of intelligence work.

Collectively these provisions should provide the flexibility, career mobility, motivation and reward which are so much needed in our general intelligence professional force.

The performance of the intelligence community during the period prior to the outbreak of the Yom Kippur War left much to be desired, and showed, to me at least, that we need to take more positive steps to carry out the President's direction to improve our analyst quality and capability. I believe that the proposed legislation is an essential action if we are to achieve substantial permanent improvement in the quality of our intelligence force.

Sincerely,